

House File 106 - Introduced

HOUSE FILE 106

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and RUFF

A BILL FOR

1 An Act relating to the establishment of a health workforce
2 center.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. FINDINGS AND INTENT.

2 1. The general assembly finds all of the following:

3 a. The majority of aging Iowans and individuals with
4 disabilities want to live as independently as possible in their
5 own communities for as long as possible.

6 b. The increasing number of aging Iowans and individuals
7 with disabilities requires a greater supply of health and
8 long-term care workers.

9 c. The safety and well-being of Iowans is dependent upon a
10 stable health and long-term care workforce to serve their needs
11 when and where such needs arise.

12 d. The direct care workforce is America's fastest growing
13 profession, with the need estimated by the state direct care
14 workforce initiative in Iowa to be 20,000 new direct care
15 positions by the year 2020. However, the number of individuals
16 who typically fill these positions, typically women between the
17 ages of 18 and 44, is dwindling, while those working in the
18 field experience an average annual turnover rate of between 40
19 and 60 percent.

20 e. High staff turnover cost taxpayers and the state millions
21 of dollars, annually, but more consistent and reliable data on
22 supply, demand, turnover, turnover costs, staffing levels, and
23 various data correlation and other analyses of this critical
24 workforce is needed.

25 f. Extensive work has already been done to study the issues
26 impacting the direct care workforce and other providers of
27 health and long-term care with significant public and private
28 sector investment, including:

29 (1) The direct care worker compensation advisory committee
30 which submitted recommendations for consideration by the
31 general assembly in the 2009 legislative session regarding
32 wages and other compensation paid to direct care workers in
33 nursing facilities. The recommendations included strategies
34 to improve wages and benefits paid to direct care workers
35 employed in Iowa's nursing facilities that, in time, would help

1 to bridge the wage gap for direct care workers in home and
2 community-based and other settings if implemented.

3 (2) The various initiatives undertaken by the department of
4 public health including the direct care worker task force, the
5 governor's task force on the nursing shortage, the Alzheimer's
6 disease task force, the direct care workforce initiative,
7 and the personal and home care aide state training (PHCAST)
8 project undertaken through a federal grant awarded to only six
9 states in the country to develop and pilot a gold standard of
10 education and training for direct care workers.

11 (3) The development of a strategic plan for health care
12 delivery infrastructure and health care workforce resources by
13 the health and long-term care access advisory council released
14 in 2010.

15 (4) The accumulation of relevant data by various state
16 agencies regarding issues impacting the health and long-term
17 care workforce and the impact of not having a quality and
18 stable workforce.

19 g. All of these studies and initiatives and all of the
20 data collected have demonstrated consistent results, with the
21 overriding recommendation being that a point of coordination
22 should be established to address health and long-term care
23 workforce concerns.

24 h. (1) Iowa Code section 135.163 directs the department
25 of public health to coordinate public and private efforts
26 to develop and maintain an appropriate health care delivery
27 infrastructure and a stable, well-qualified, diverse, and
28 sustainable health care workforce in this state to address
29 the broad spectrum of health care needs of Iowans throughout
30 their lifespan including long-term care needs. At a minimum,
31 the department is to develop a strategic plan for health care
32 delivery infrastructure and health care workforce resources
33 in this state; provide for the continuous collection of data
34 to provide a basis for health care strategic planning and
35 health care policymaking; and make recommendations regarding

1 the health care delivery infrastructure and the health care
2 workforce to assist in monitoring current needs, predicting
3 future trends, and informing policymaking.

4 (2) Iowa Code section 135.11, subsection 27, directs
5 the department of public health to establish and administer,
6 if sufficient funds are available, a program to assess and
7 forecast health workforce supply and demand in the state for
8 the purpose of identifying current and projected workforce
9 needs. The program may collect, analyze, and report data that
10 furthers the purpose of the program. The program shall not
11 release information that permits identification of individual
12 respondents of program surveys.

13 2. Given that the recommendations of all of the initiatives
14 and studies have consistently called for the establishment of
15 a point of coordination and given the leadership demonstrated
16 by the department of public health and the directives to the
17 department relating to the health and long-term care workforce,
18 it is the intent of the general assembly that an Iowa health
19 workforce center be established within the department of public
20 health to act as the state's coordination point to address
21 health workforce concerns.

22 a. It is the intent of the general assembly that the center
23 provide a home for direct care and other health workforce
24 initiatives across state government, charged with ensuring a
25 more coordinated effort to identify and address various needs
26 and solutions to workforce stability, and focusing on the
27 advancement of a significant body of research, programming, and
28 services proven to be effective in bringing more stability to
29 the health and long-term care workforce.

30 b. It is the intent of the general assembly that the
31 investment in existing and new strategies funded by the state
32 and the private sector, and carried out by the department, will
33 result in a return on investment through improved utilization
34 of tax dollars which has the potential to result in health care
35 cost containment and reduce Medicaid and other costs related to

1 poor quality of care and staff turnover.

2 c. It is also the intent of the general assembly that the
3 center provide an opportunity to demonstrate Iowa's continued
4 leadership in the nation as a model in providing quality of
5 life for all of its citizens.

6 Sec. 2. NEW SECTION. 135.164A Iowa health workforce center
7 — established.

8 1. The department shall establish an Iowa health workforce
9 center to coordinate public and private health and long-term
10 care workforce efforts in the state.

11 2. At a minimum, the center shall do all of the following:

12 a. Provide for continuous data collection, management,
13 and analysis to ensure a basis for health care strategic
14 planning and health care policymaking, and for the making
15 of recommendations to assist in monitoring current needs,
16 predicting future trends, and informing policymaking.

17 b. Build a cohesive, collaborative, and comprehensive
18 network of public and private partnerships with a common
19 mission of ensuring a stable health and long-term care
20 workforce prepared to provide quality care and support to
21 Iowans and to provide the basic infrastructure and capacity
22 to advance existing bodies of work developed through these
23 efforts.

24 c. Examine the health care workforce from a systems-based
25 approach and find solutions to the problems the health care
26 system faces by bringing together stakeholders from education,
27 health professions, hospitals, and government to build
28 sustainable programs that solve the problems facing health
29 care workers and employers through health care workforce
30 innovations.

31 d. Coordinate recruitment, training, and retention efforts
32 and serve as an incubator for new recruitment, training, and
33 retention initiatives.

34 e. Undertake other activities as necessary to assist in
35 developing and maintaining a stable, well-qualified, diverse,

1 and sustainable health care workforce which may appropriately
2 address the broad spectrum of health care needs of Iowans
3 across their ability level and throughout their lifespan.

4 EXPLANATION

5 The inclusion of this explanation does not constitute agreement with
6 the explanation's substance by the members of the general assembly.

7 This bill provides findings and intent of the general
8 assembly relating to the establishment of an Iowa health
9 workforce center.

10 The bill establishes the Iowa health workforce center in the
11 department of public health to coordinate public and private
12 health and long-term care workforce efforts in the state.
13 At a minimum, the center must provide for continuous data
14 collection, management, and analysis to provide a basis for
15 health care strategic planning and health care policymaking,
16 and to make recommendations to assist in monitoring current
17 needs, predicting future trends, and informing policymaking;
18 build a cohesive, collaborative, and comprehensive network
19 of public and private partnerships with a common mission of
20 ensuring a stable health and long-term care workforce prepared
21 to provide quality care and support to Iowans and provide
22 the basic infrastructure and capacity to advance existing
23 bodies of work developed through these efforts; examine
24 the health workforce from a systems-based approach and find
25 solutions to the problems by bringing together stakeholders
26 from education, health professions, hospitals, and government
27 to build sustainable programs that solve the problems facing
28 health care workers and employers through health care workforce
29 innovations; coordinate recruitment, training, and retention
30 efforts and serve as an incubator for new recruitment,
31 training, and retention initiatives; and undertake other
32 activities as necessary to assist in developing and maintaining
33 a stable, well-qualified, diverse, and sustainable health care
34 workforce which may appropriately address the broad spectrum
35 of health care needs of Iowans across their ability level and

1 throughout their lifespan.